



Office of Labor Standards ♦ Seattle Office for Civil Rights  
**MAY 2016 MONTHLY DASHBOARD**

Seattle Labor Standards

- Paid Sick and Safe Time (PSST) 9/1/2012
- Fair Chance Employment (FCE) 11/1/2013
- Wage Theft (WT) 4/1/2015
- *Subset of Wage Theft*  
Minimum Wage Ordinance (MWO) 4/1/2015

**A. Employer Inquiries**

	May 2016	Year to Date	Since Implementation
PSST	59	356	3,551
FCE	3	16	200
WT	59	407	1,412
<i>MWO</i>	27	246	1,164
<b>Total</b>	<b>121</b>	<b>779</b>	<b>5,163</b>

**B. Employee Inquiries**

	May 2016	Year to Date	Since Implementation
PSST	34	177	1097
FCE	2	16	106
WT	42	254	523
<i>MWO</i>	26	151	309
<b>Total</b>	<b>78</b>	<b>447</b>	<b>1,726</b>

(continued)

### C. Employee Inquiry Resolution

May 2016	
<b>PSST</b>	<b>34</b>
Investigation	-
Info Provided	11
Referral	1
Insufficient Info	1
No Jurisdiction	1
Open	20
<b>FCE</b>	<b>2</b>
Investigation	-
Info Provided	1
Referral	-
Insufficient Info	-
No Jurisdiction	-
Open	1
<b>WT</b>	<b>42</b>
Investigation	-
Info Provided	11
Referral	3
Insufficient Info	4
No Jurisdiction	2
Open	22
<b>MWO</b>	<b>26</b>
<i>Investigation</i>	-
<i>Info Provided</i>	9
<i>Referral</i>	-
<i>Insufficient Info</i>	1
<i>No Jurisdiction</i>	1
<i>Open</i>	15
<b>Total</b>	<b>78</b>
Investigation	-
Info Provided	23
Referral	4
Insufficient Info	5
No Jurisdiction	3
Open	43

**D. Investigations – NEW**

	May 2016	Year to Date	Since Implementation
<b>PSST</b>	8	43	181
<b>FCE</b>	1	8	71
<b>WT</b>	5	45	117
<b>MWO</b>	2	31	93
<b>Total</b>	<b>14</b>	<b>96</b>	<b>369</b>

**E. Investigations – CLOSED**

Closures do not include Advisory Letters that were used for initial enforcement of PSST and FCE. When SOCR discontinued this method in January 2015, the office had resolved 200 PSST and 13 FCE Advisory Letters with monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

	May 2016	Year to Date	Since Implementation
<b>PSST</b>	<b>4</b>	<b>21</b>	<b>109</b>
Dismissal	-	2	14
Settlement	3	16	61
No Violation	1	2	21
Violation	-	1	13
<b>FCE</b>	<b>2</b>	<b>7</b>	<b>63</b>
Dismissal	-	-	5
Settlement	1	3	41
No Violation	1	1	7
Violation	-	3	10
<b>WT</b>	<b>2</b>	<b>19</b>	<b>34</b>
Dismissal	-	1	3
Settlement	2	15	23
No Violation	-	2	3
Violation	-	1	5
<b>MWO</b>	<b>2</b>	<b>15</b>	<b>29</b>
Dismissal	-	-	1
Settlement	2	14	22
No Violation	-	-	1
Violation	-	1	5
<b>Total</b>	<b>8</b>	<b>47</b>	<b>206</b>

**F. Investigations – OPEN**

	Currently (as of May 31, 2016)
<b>PSST</b>	72
<b>FCE</b>	8
<b>WT</b>	83
<b>MWO</b>	64
<b>Total</b>	<b>163</b>

### G. Average # Days to Resolve Investigation

	May 2016	Year to Date	Since Implementation
<b>PSST</b>	85	184	153
<b>FCE</b>	282	170	93
<b>WT</b>	230	213	181
<b>MWO</b>	230	218	185
<b>Total</b>	<b>170</b>	<b>194</b>	<b>139</b>

### H. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation). Collections of unpaid final orders (\$150,906.45) have been referred to the City Legal Department. A significant portion of the unpaid final orders (\$140,947.28) is due from employer that filed for bankruptcy.

	May 2016	Year to Date	Since Implementation
<b>PSST</b>	<b>\$9,918.97</b>	<b>\$27,077.34</b>	<b>\$73,645.44</b>
\$ Employee Remedy	\$9,918.97	\$27,077.34	\$72,645.44
Civil Penalties	-	-	\$1,000
% Collected of Amount Due	100%	100%	100%
% Collected of Investigations with Amount Due	100% (2 of 2)	100% (8 of 8)	100% (37 of 37)
<b>FCE</b>	<b>\$750</b>	<b>\$750</b>	<b>\$20,000</b>
\$ Employee Remedy	\$750	\$750	\$19,250
Civil Penalties	-	-	\$750
% Collected of Amount Due	100%	100%	100%
% Collected of Investigations with Amount Due	100% (1 of 1)	100% (1 of 1)	100% (3 of 3)
<b>WT</b>	<b>\$45.21</b>	<b>\$9,368.08</b>	<b>\$173,935.14</b>
\$ Employee Remedy	\$45.21	\$8,368.08	\$165,335.14
Civil Penalties	-	\$1,000	\$8,600
% Collected of Amount Due	100%	98.58%	13.16%
% Collected of Investigations with Amount Due	100% (1 of 1)	91.67% (11 of 12)	78.26% (18 of 23)
<b>MWO</b>	<b>\$45.21</b>	<b>\$9,327.51</b>	<b>\$173,894.57</b>
\$ Employee Remedy	\$45.21	\$8,327.51	\$165,294.57
Civil Penalties	-	\$1,000	\$8,600
% Collected of Amount Due	100%	98.58%	13.14%
% Collected of Investigations with Amount Due	100% (1 of 1)	91.67% (11 of 12)	77.27% (17 of 22)
<b>Total</b>	<b>\$10,714.18</b>	<b>\$37,195.42</b>	<b>\$267,580.58</b>

\$ Employee Remedy	\$10,714.18	\$36,195.42	\$257,230.58
Civil Penalties	-	\$1,000	\$10,350
% Collected of Amount Due	100%	99.64%	43.55%
% Collected of Investigations with Amount Due	100% (4 of 4)	95.24% (20 of 21)	92.06% (58 of 63)

#### I. Number of Employees Awarded Monetary Remedies

	May 2016	Year to Date	Since Implementation
PSST	24	93	184
FCE	1	1	3
WT	1	136	283
<i>MWO</i>	1	132	279
<b>Total</b>	<b>26</b>	<b>230</b>	<b>470</b>

#### J. Compliance Reviews - NEW

Compliance reviews monitor an employer's labor standards compliance after a settlement/final order.

	May 2016	Year to Date	Since Implementation
PSST	2	19	34
FCE	2	22	32
WT	1	7	8
<i>MWO</i>	1	7	8
<b>Total</b>	<b>5</b>	<b>48</b>	<b>74</b>

#### K. Compliance Reviews – Closed

	May 2016	Year to Date	Since Implementation
PSST	2	8	14
FCE	5	20	27
WT	-	1	1
<i>MWO</i>	-	1	1
<b>Total</b>	<b>7</b>	<b>29</b>	<b>42</b>

#### L. Compliance Reviews – OPEN

	May 2016
PSST	20
FCE	5
WT	7
<i>MWO</i>	7
<b>Total</b>	<b>32</b>